

DIRECTIVE

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Summary	This sustainability policy is a statement of Sulzer's commitment and strategy related to Environmental, Social and Governance issues (ESG)
Area	Sustainability, Environment, Safety, Health
Approved by	Suzanne Thoma, CEO; Alina Halank, Chief Sustainability Officer
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Sustainability Policy

1 Purpose

This sustainability policy forms the basis of Sulzer's management commitment to support its efforts to conduct business activities in compliance with Sulzer's ESG strategy.

2 Addressees

All Sulzer legal entities, employees, and organizations under Sulzer's management control worldwide.

3 Definitions

ESG:	Environment, Social, Governance
QESH:	Quality, Environment, Safety and Health.
QESH/ESG leadership team:	Comprising the Senior ESG Manager on group level and the heads of QESH in the three divisions.
Sustainability:	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs, encompassing three dimensions: environment, social and governance (ESG).

4 ESG strategy

Sulzer aims to harness the power of engineering to serve essential industries to contribute to a prosperous economy and sustainable societies. Sulzer focuses on three markets: Energy security and transition, natural resources processing and recycling, performing and sustainable process industries.

All three markets are in fundamental transition process, driven by long-term implications of climate change, the need to ensure security of supply of energy as well as natural resources. Sulzer delivers solutions to meet its client's sustainability needs and support these transition processes, with the focus on energy efficiency, cleaner processes, decarbonization and to enable a circular economy.

Sulzer ensures compliance with applicable laws, regulations and is committed to high ethical and social standards. Sulzer acts with a high level of integrity, respecting international human and labor rights. Sulzer ensures operational excellence for the management of a complex regulatory landscape.

The ESG strategy forms an integral part of Sulzer's business DNA, the corporate strategy "Sulzer 2028" and supports its organic growth.

Sulzer involves all employees and empowers them to contribute to the ESG strategy. It provides the conditions to be safe and well along their career, fostering a professional development.

Sulzer partners closely with its ecosystem, from customers, suppliers to contractors and other stakeholders to jointly address and contribute to a sustainable development. Regular engagements with stakeholders enable Sulzer to continuously review its performance and the efficiency of its approach, learn and adapt.

Sulzer publishes annually a non-financial report to inform all stakeholders about the status, progress and processes related to environmental, social and governmental issues. The basis for the non-financial report are legal requirements and a double materiality assessment.

4.1 Commitments

- ESG is integral part of Sulzer's mission and its corporate strategy "Sulzer 2028"
- Sulzer supports client's sustainability needs and their transition processes
- Sulzer reduces its ecological footprint with a focus on GHG emissions and circularity
- Sulzer complies with applicable laws, regulations and reporting requirements
- Sulzer focuses its efforts on impacts, risks and opportunities as identified in its double materiality assessment
- Sulzer respects international human and labor rights

To drive the defined commitments globally in the organization, additional and more specific guidelines and handbooks are developed, including specific targets and measures, aligned with the management and related functions.

5 Effective Date

05/01/2025



Suzanne Thoma
Chief Executive Officer



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Chief Sustainability Officer